

			Size of institute			
			Small	Medium	Large	Unknown
1a-Receive NIH guidelines Training & Mentoring?						
Upon arrival	Number of fellows		40	56	47	4
	Column Percent		43.03	28.87	24.12	30.77
During your fellowship	Number of fellows		20	39	24	3
	Column Percent		23.67	19.30	12.27	23.08
No	Number of fellows		9	51	56	3
	Column Percent		9.22	25.89	29.86	23.08
Don't Remember	Number of fellows		22	53	67	3
	Column Percent		24.08	25.94	33.75	23.08
Total	Number of fellows		91	199	194	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
1b-Receive NIH guidelines Conduct of Research?						
Upon arrival	Number of fellows		39	58	53	4
	Column Percent		44.24	29.97	27.79	36.36
During your fellowship	Number of fellows		23	55	40	2
	Column Percent		26.62	28.58	20.33	18.18
No	Number of fellows		10	37	48	3
	Column Percent		11.02	18.69	26.07	27.27
Don't Remember	Number of fellows		16	43	49	2
	Column Percent		18.13	22.76	25.81	18.18
Total	Number of fellows		88	193	190	11
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
2-Who provides scientific mentoring?						
My supervisor	Number of fellows		70	147	147	8
	Column Percent		76.81	75.47	77.98	61.54
Someone else designated as my mentor	Number of fellows		1	9	4	.
	Column Percent		0.91	4.30	2.09	.
Both	Number of fellows		14	26	24	5
	Column Percent		14.79	12.54	12.05	38.46
Other	Number of fellows		2	4	4	.
	Column Percent		2.41	1.92	2.01	.
No one	Number of fellows		4	11	11	.
	Column Percent		5.08	5.76	5.87	.
Total	Number of fellows		91	197	190	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
3-Who provides career guidance mentoring?						
My supervisor	Number of fellows		54	113	107	8
	Column Percent		61.50	58.99	55.01	61.54
Someone else designated as my mentor	Number of fellows		3	7	5	.
	Column Percent		3.55	3.74	2.54	.
Both	Number of fellows		6	21	13	4
	Column Percent		6.06	9.81	6.99	30.77
Other	Number of fellows		5	14	14	.
	Column Percent		5.65	6.95	7.15	.
No one	Number of fellows		20	43	51	1
	Column Percent		23.24	20.51	28.31	7.69
Total	Number of fellows		88	198	190	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
4-Characterize scientific direction from supervisor						
Too much	Number of fellows		7	11	15	.
	Column Percent		7.75	5.95	7.63	.
Too little	Number of fellows		12	44	36	1
	Column Percent		13.57	22.71	18.46	7.69
Just right	Number of fellows		72	145	141	12
	Column Percent		78.68	71.35	73.92	92.31
Total	Number of fellows		91	200	192	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
5-How would you have answered 2 yrs ago?						
Not here 2 yrs ago	Number of fellows		41	94	71	7
	Column Percent		44.26	47.04	37.32	53.85
Too much	Number of fellows		7	6	10	.
	Column Percent		8.21	3.58	5.13	.
Too little	Number of fellows		14	40	31	1
	Column Percent		15.91	21.25	16.07	7.69
Just right	Number of fellows		29	59	81	5
	Column Percent		31.61	28.14	41.49	38.46
Total	Number of fellows		91	199	193	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
6-Ever discussed w/ supervisor scientific direction you want?						
Yes	Number of fellows		62	133	110	10
	Column Percent		69.49	67.38	56.05	76.92
No	Number of fellows		29	66	84	3
	Column Percent		30.51	32.62	43.95	23.08
Total	Number of fellows		91	199	194	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
7-Satisfied w/ amount of independence in research?						
Too much	Number of fellows		6	20	14	1
	Column Percent		6.14	9.44	7.01	7.69
Too little	Number of fellows		11	23	21	1
	Column Percent		11.89	10.68	10.63	7.69
Just right	Number of fellows		74	154	157	11
	Column Percent		81.97	79.88	82.36	84.62
Total	Number of fellows		91	197	192	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
8-Scientific direction a source of tension w/ supervisor?						
Never	Number of fellows		39	100	87	9
	Column Percent		42.64	50.64	44.85	69.23
Occasionally	Number of fellows		40	63	79	3
	Column Percent		45.21	33.50	42.01	23.08
Often	Number of fellows		9	19	18	1
	Column Percent		10.06	10.22	9.96	7.69
Very often	Number of fellows		2	10	6	.
	Column Percent		2.09	5.63	3.18	.
Total	Number of fellows		90	192	190	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
9-When supervisor critically evaluates work, how useful?						
Very useful	Number of fellows		47	113	90	10
	Column Percent		51.14	56.97	46.18	76.92
Somewhat useful	Number of fellows		38	61	79	2
	Column Percent		42.87	31.43	41.85	15.38
Not useful	Number of fellows		2	10	9	1
	Column Percent		1.97	4.93	4.58	7.69
Never critically evaluates my work	Number of fellows		4	13	14	.
	Column Percent		4.02	6.67	7.39	.
Total	Number of fellows		91	197	192	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
10-When work going well, how useful supervisor's feedback?						
Very useful	Number of fellows		49	120	92	8
	Column Percent		52.82	60.62	46.75	61.54
Somewhat useful	Number of fellows		37	55	93	4
	Column Percent		42.06	26.90	50.31	30.77
Not useful	Number of fellows		4	16	3	1
	Column Percent		4.21	9.02	1.49	7.69
Never gives feedback	Number of fellows		1	7	2	.
	Column Percent		0.91	3.46	0.96	.
My work has never gone well	Number of fellows		.	.	1	.
	Column Percent		.	.	0.50	.
Total	Number of fellows		91	198	191	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
11-When work stalled, how useful is supervisor's feedback?						
Very useful	Number of fellows		41	96	73	6
	Column Percent		44.81	47.55	37.60	46.15
Somewhat useful	Number of fellows		36	61	78	4
	Column Percent		40.46	31.41	41.80	30.77
Not useful	Number of fellows		7	27	28	1
	Column Percent		7.70	14.30	14.65	7.69
Never gives feedback	Number of fellows		2	5	2	.
	Column Percent		2.00	2.51	0.90	.
My work has never been stalled	Number of fellows		4	9	10	2
	Column Percent		5.03	4.23	5.06	15.38
Total	Number of fellows		90	198	191	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
12-How frequent official performance eval from supervisor?						
More than once per yr	Number of fellows		16	36	27	1
	Column Percent		18.40	18.87	14.66	8.33
Once per yr	Number of fellows		44	71	43	6
	Column Percent		48.24	36.90	22.11	50.00
Less than once per yr	Number of fellows		8	8	17	2
	Column Percent		8.73	4.59	8.52	16.67
Never	Number of fellows		23	80	104	3
	Column Percent		24.63	39.64	54.71	25.00
Total	Number of fellows		91	195	191	12
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
13-Rate supervisor's availability						
Always available	Number of fellows		38	93	91	6
	Column Percent		41.69	47.29	47.45	46.15
Mostly available	Number of fellows		38	78	71	6
	Column Percent		41.37	39.10	36.21	46.15
Occasionally available	Number of fellows		14	26	30	.
	Column Percent		15.83	13.60	15.49	.
Not available	Number of fellows		1	.	2	1
	Column Percent		1.11	.	0.85	7.69
Total	Number of fellows		91	197	194	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
14-How often meet w/ supervisor on individual basis?						
Daily	Number of fellows		28	59	45	5
	Column Percent		30.34	30.86	22.55	38.46
Weekly	Number of fellows		43	84	94	4
	Column Percent		47.30	41.86	48.60	30.77
Monthly	Number of fellows		10	33	30	3
	Column Percent		10.83	16.17	16.31	23.08
Less than once per month	Number of fellows		9	17	22	.
	Column Percent		10.03	8.97	10.88	.
Never	Number of fellows		1	5	3	1
	Column Percent		1.50	2.14	1.66	7.69
Total	Number of fellows		91	198	194	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
15-Is frequency of meetings sufficient for your needs?						
Yes	Number of fellows		76	171	171	12
	Column Percent		83.59	86.15	89.37	92.31
No	Number of fellows		15	28	21	1
	Column Percent		16.41	13.85	10.63	7.69
Total	Number of fellows		91	199	192	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
16-How many other postdoctoral fellows work w/ supervisor?						
0	Number of fellows		4	26	11	1
	Column Percent		3.91	13.46	5.43	8.33
1	Number of fellows		27	42	22	3
	Column Percent		29.44	20.12	11.46	25.00
2	Number of fellows		13	28	37	1
	Column Percent		14.86	14.90	19.34	8.33
3	Number of fellows		12	32	26	1
	Column Percent		12.76	16.30	13.22	8.33
4 or more	Number of fellows		34	70	95	6
	Column Percent		39.03	35.22	50.55	50.00
Total	Number of fellows		90	198	191	12
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
17-In publications/presentations, receive recognition for work?						
Yes	Number of fellows		66	151	136	9
	Column Percent		71.89	77.06	71.67	69.23
Most of the time	Number of fellows		23	26	44	3
	Column Percent		26.08	13.58	23.75	23.08
Seldom	Number of fellows		2	14	8	.
	Column Percent		2.04	8.15	3.90	.
Never	Number of fellows		.	3	1	1
	Column Percent		.	1.22	0.68	7.69
Total	Number of fellows		91	194	189	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
18-W/in lab/branch, receive appropriate recognition for work?						
Yes	Number of fellows		58	135	124	9
	Column Percent		63.08	67.84	65.37	69.23
Most of the time	Number of fellows		25	44	53	2
	Column Percent		28.27	22.67	27.46	15.38
Seldom	Number of fellows		8	13	13	2
	Column Percent		8.65	6.56	6.80	15.38
Never	Number of fellows		.	6	1	.
	Column Percent		.	2.94	0.36	.
Total	Number of fellows		91	198	191	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
19-Supervisor encourage you to present work at meetings?						
Yes	Number of fellows		83	170	165	11
	Column Percent		91.33	86.31	85.56	84.62
No	Number of fellows		8	26	28	2
	Column Percent		8.67	13.69	14.44	15.38
Total	Number of fellows		91	196	193	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
20-Supervisor promote discuss w/ scientists outside lab/branch?						
Yes	Number of fellows		66	152	140	12
	Column Percent		75.94	76.84	73.46	92.31
No	Number of fellows		22	45	52	1
	Column Percent		24.06	23.16	26.54	7.69
Total	Number of fellows		88	197	192	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
21-How many seminars attend per month?						
0	Number of fellows		.	7	5	1
	Column Percent		.	3.41	2.52	7.69
1-5	Number of fellows		79	154	131	10
	Column Percent		85.25	77.56	67.06	76.92
6-10	Number of fellows		12	34	47	2
	Column Percent		14.75	17.31	25.27	15.38
>10	Number of fellows		.	4	10	.
	Column Percent		.	1.72	5.14	.
Total	Number of fellows		91	199	193	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
22-You & supervisor discussed taking courses?						
Yes	Number of fellows		48	117	96	7
	Column Percent		54.26	58.09	50.71	53.85
No	Number of fellows		42	82	95	6
	Column Percent		45.74	41.91	49.29	46.15
Total	Number of fellows		90	199	191	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
23a-You & supervisor discussed training goals?						
Yes	Number of fellows		64	127	108	11
	Column Percent		70.09	63.68	55.53	84.62
No	Number of fellows		27	72	84	2
	Column Percent		29.91	36.32	44.47	15.38
Total	Number of fellows		91	199	192	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
23b-You & supervisor discussed career goals?						
Yes	Number of fellows		59	127	114	9
	Column Percent		65.53	62.44	57.60	69.23
No	Number of fellows		32	73	80	4
	Column Percent		34.47	37.56	42.40	30.77
Total	Number of fellows		91	200	194	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
24-Your training goals for fellowship being met?						
Fully met	Number of fellows		21	53	42	2
	Column Percent		22.77	25.97	22.00	15.38
Mostly met	Number of fellows		44	86	95	8
	Column Percent		49.53	44.63	49.17	61.54
Partially met	Number of fellows		22	49	49	2
	Column Percent		25.62	25.34	25.53	15.38
Not met at all	Number of fellows		2	9	7	1
	Column Percent		2.08	4.06	3.30	7.69
Total	Number of fellows		89	197	193	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
25-Your career goals for fellowship being met?						
Fully met	Number of fellows		18	38	33	3
	Column Percent		19.63	18.98	16.86	23.08
Mostly met	Number of fellows		37	82	82	7
	Column Percent		41.47	42.43	42.21	53.85
Partially met	Number of fellows		29	58	57	2
	Column Percent		33.57	30.41	30.93	15.38
Not met at all	Number of fellows		5	17	21	1
	Column Percent		5.33	8.18	10.01	7.69
Total	Number of fellows		89	195	193	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
26-Your supervisor's goals for research project being met?						
Fully met	Number of fellows		26	47	40	3
	Column Percent		27.36	23.35	20.89	23.08
Mostly met	Number of fellows		48	98	93	6
	Column Percent		53.34	51.47	48.17	46.15
Partially met	Number of fellows		9	23	31	1
	Column Percent		11.31	11.26	16.05	7.69
Not met at all	Number of fellows		1	3	.	.
	Column Percent		1.03	1.68	.	.
Don't know	Number of fellows		6	16	14	3
	Column Percent		6.96	7.52	7.23	23.08
Never discussed	Number of fellows		.	8	14	.
	Column Percent		.	4.73	7.66	.
Total	Number of fellows		90	195	192	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
27-Rate quality of mentoring you receive						
Excellent	Number of fellows		38	89	64	6
	Column Percent		42.17	43.31	32.64	46.15
Good	Number of fellows		27	48	76	6
	Column Percent		31.47	24.66	39.93	46.15
Satisfactory	Number of fellows		19	36	28	.
	Column Percent		21.58	18.85	14.53	.
Poor	Number of fellows		4	27	25	1
	Column Percent		4.78	13.18	12.90	7.69
Total	Number of fellows		88	200	193	13
	Column Percent		100.00	100.00	100.00	100.00

			Size of institute			
			Small	Medium	Large	Unknown
28-Over course of fellowship, has quality of mentoring changed?						
Improved	Number of fellows		30	65	63	2
	Column Percent		33.35	34.41	31.83	15.38
Stayed the same	Number of fellows		54	121	118	10
	Column Percent		58.02	59.67	62.51	76.92
Worsened	Number of fellows		7	12	12	1
	Column Percent		8.63	5.92	5.65	7.69
Total	Number of fellows		91	198	193	13
	Column Percent		100.00	100.00	100.00	100.00